

Deaf Organizations Fund

2025 Impact Grant for Deaf Organizations: Application Evaluation Rubric

Category	What are we evaluating?	1	2	3	4	ASL Translation
Equity	The degree to which the organization strives to center in their work the experiences and wisdom of deaf community members who have less access to power and representation, or marginalized deaf communities historically excluded from opportunities.	The organization does not center or seek to empower deaf community members who have less access to power and representation, or communities historically excluded from opportunities.	Deaf community members who have less access to power and representation, or communities historically excluded from opportunities are served but not centered. Services and programs indirectly address the needs of multiply marginalized deaf community members.	Deaf community members who have less access to power and representation, or communities historically excluded from opportunities are prioritized within a broader group of communities served. Empowering community members to achieve substantive improvement is one of the several organizational aims.	The organization is dedicated to serving deaf community members who have less access to power and representation, and/or communities historically excluded from opportunities. Empowering community members to achieve substantive improvement in their wellbeing is the main professed purpose of the organization.	https://youtu.be/leDoGGnpyQ
Impact	The alignment between the organization's proposal to its mission and	There is no explicit relationship between the proposal and the mission of the	The proposal tangentially but not directly relates to the mission of the organization or the	Elements of the proposal align with either the organization or the community served, but not both.	Outcomes or activities outlined in the proposal align with both the mission of the	https://youtu.be/dsYru66_qYQ

	community they serve.	organization or the community they serve.	community they serve.		organization and the community they serve.	
Community Leadership	The extent to which the organization's leadership (e.g., the executive director, staff, advisory committee, board, and volunteers) are reflective of the communities they serve.	Organizational leadership is not at all reflective or representative of the experiences and perspectives of the community it serves.	Organizational leadership is somewhat reflective or representative of the experiences and perspectives of the community it serves	Organizational leadership seems to largely represent the experiences and perspectives of the community it serves, with some areas that could use improvement or clarification.	Organizational leadership is authentically reflective and representative of the experiences and perspectives of the community it serves.	https://youtu.be/VRiFcp2pxA8
Feasibility	The applicant's ability to meet the goals outlined in their proposal.	Insufficient information about the proposal design, activities, timeline, or spending goals to gauge feasibility.	The organization's proposal design, activities, timeline and spending goals have potential weaknesses, such as being too specific or too general. Outcomes are unlikely to be achieved in the plan's current form.	While some gaps or overestimations exist in the proposal design, the deliverables are within tolerable range and are achievable.	The plan, activities, timeline, and spending goals align with the goals of the proposal.	https://youtu.be/1CDXlGT76Fo